

Headquarters U.S. Air Force

Integrity - Service - Excellence

Pentagon IMA Workshop AFRC/CC Update



U.S. AIR FORCE

**Maj Gen Robert B.
Siegfried
AF/IL (MA)
24 April 2004**



U.S. AIR FORCE

Overview

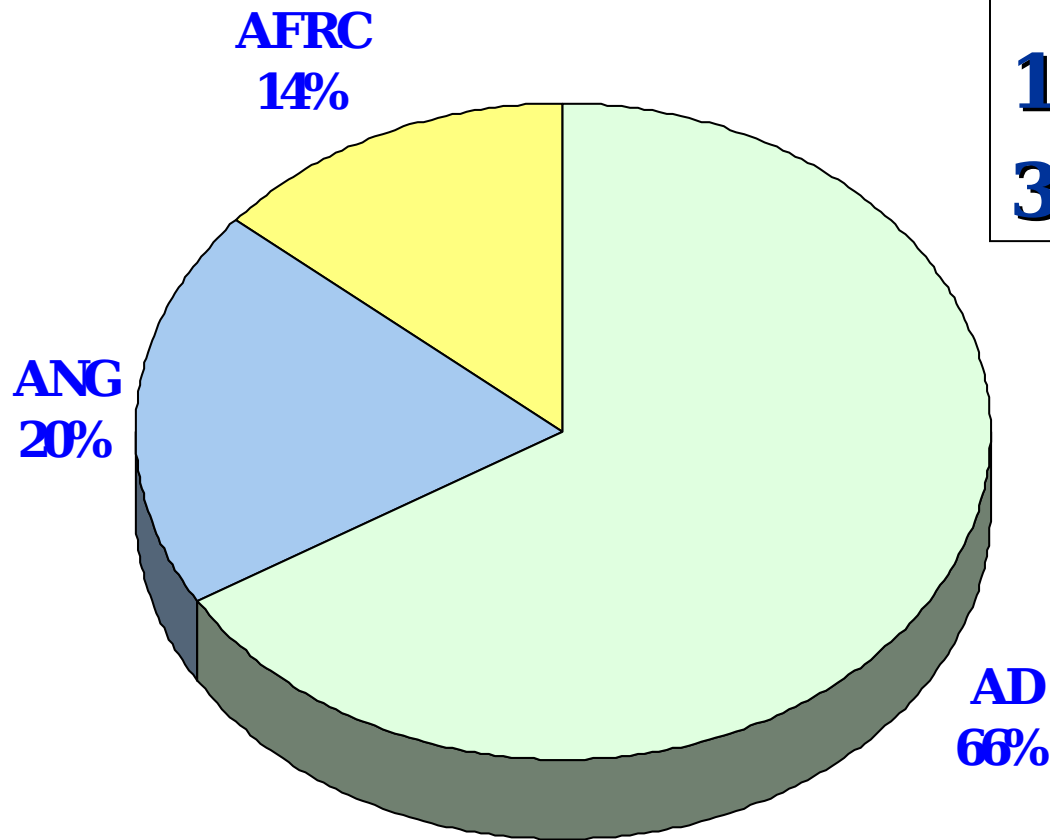
- **Air Force Reserve Program Review**
- **Recruiting & Retention Review**
- **Challenges**
- **Summary**
- **Questions**



U.S. AIR FORCE

Air Force End Strength

FY 2004



75,800	AFRC
107,000	ANG
359,300	

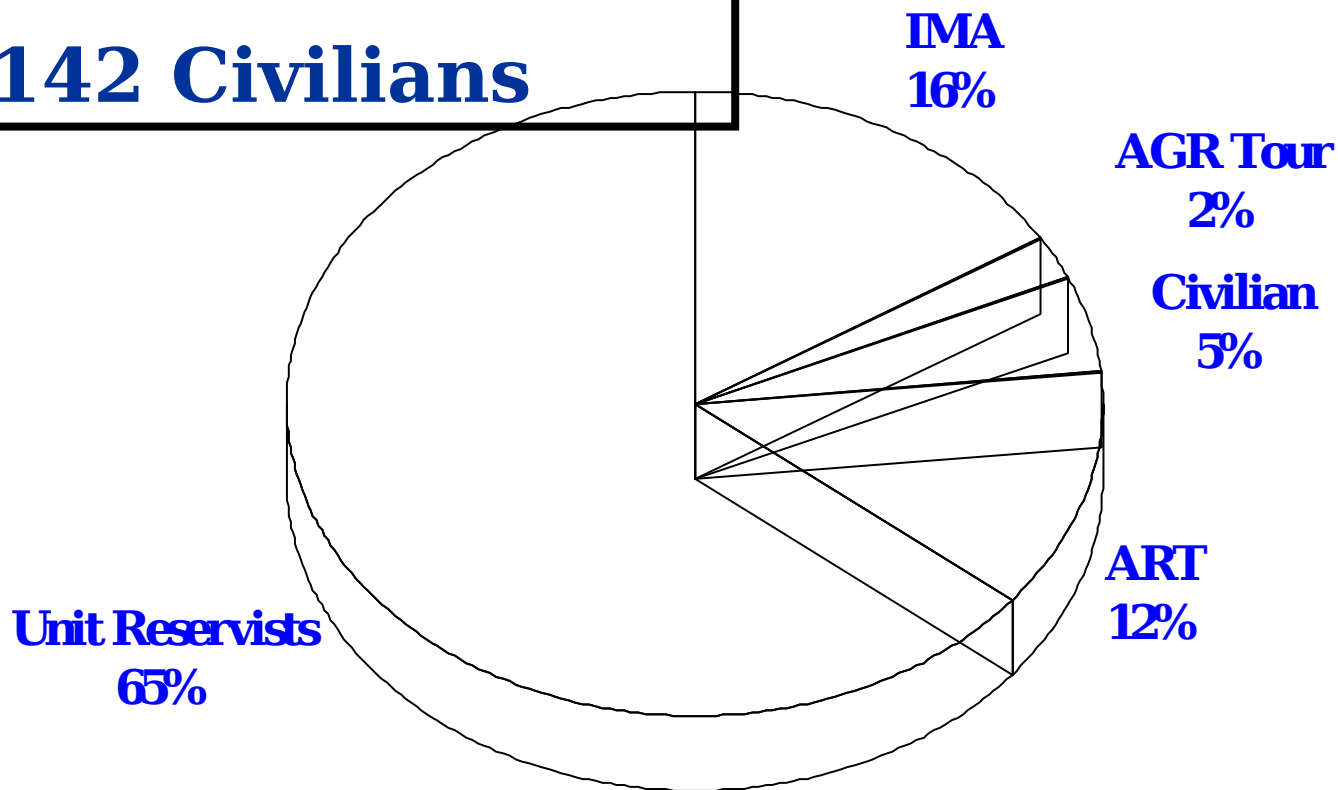


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Air Force Reserve Command

FY 2004

75,800 Reservists
4,142 Civilians



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End Strength Update

■ FY 03 Achieved 98.9% of Authority

■ FY 04	Auth	Asgn	Percent
■ Unit	61,179	60,831	99.4%
■ IMA	12,961	12,391	96.0%
■ AGR	1,660	1,526	91.0%
■ Total	75,800	74,748	98.6%

As of 23 Jan 04



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Mobilization (As of 23 Jan 04)

■ Total Mobilizations	27,422
■ Total Mobilized > 1 Year	7,269
■ Total Demobilized To Date	18,340
■ Total Currently Mobilized	9,082
■ Current Mobilized > 1 Year	2,010



Financial Status Update

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- | FY 03 | Authority | Obligations | Percent |
|------------------|------------------|--------------------|----------------|
| ■ O&M | 2.152B | 2.145B | 99,7% |
| ■ RPA | 1.184B | 1.164B | 98.3% |
-
- | | | | |
|--------------------------|---------------|--|--|
| ■ FY 04 Authority | | | |
| ■ O&M | 2.169B | | |
| ■ RPA | 1.288B | | |
| ■ NGREA | 45.0M | | |
| ■ MILCON | 62.03M | | |
-
- **Concerns**
 - **Cost Avoidance Takes in O&M (12M) and RPA (44M)**
 - **O&M “Fenced” Programs Are 88.7% of Authority**
 - **Civilian Pay Adjustment Funding (2%)**



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Recruiting and Retention



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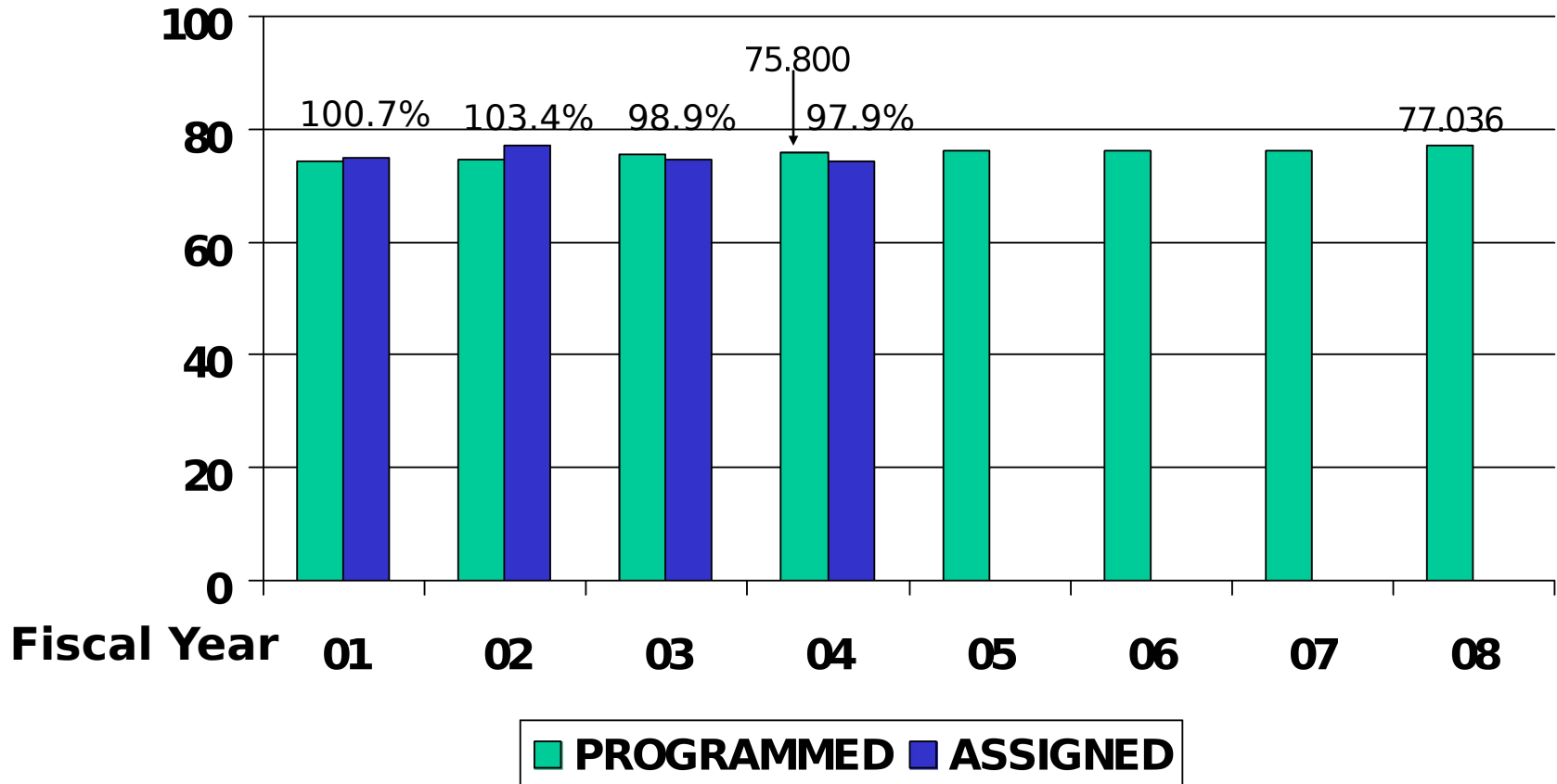
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End Strength



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Thousands



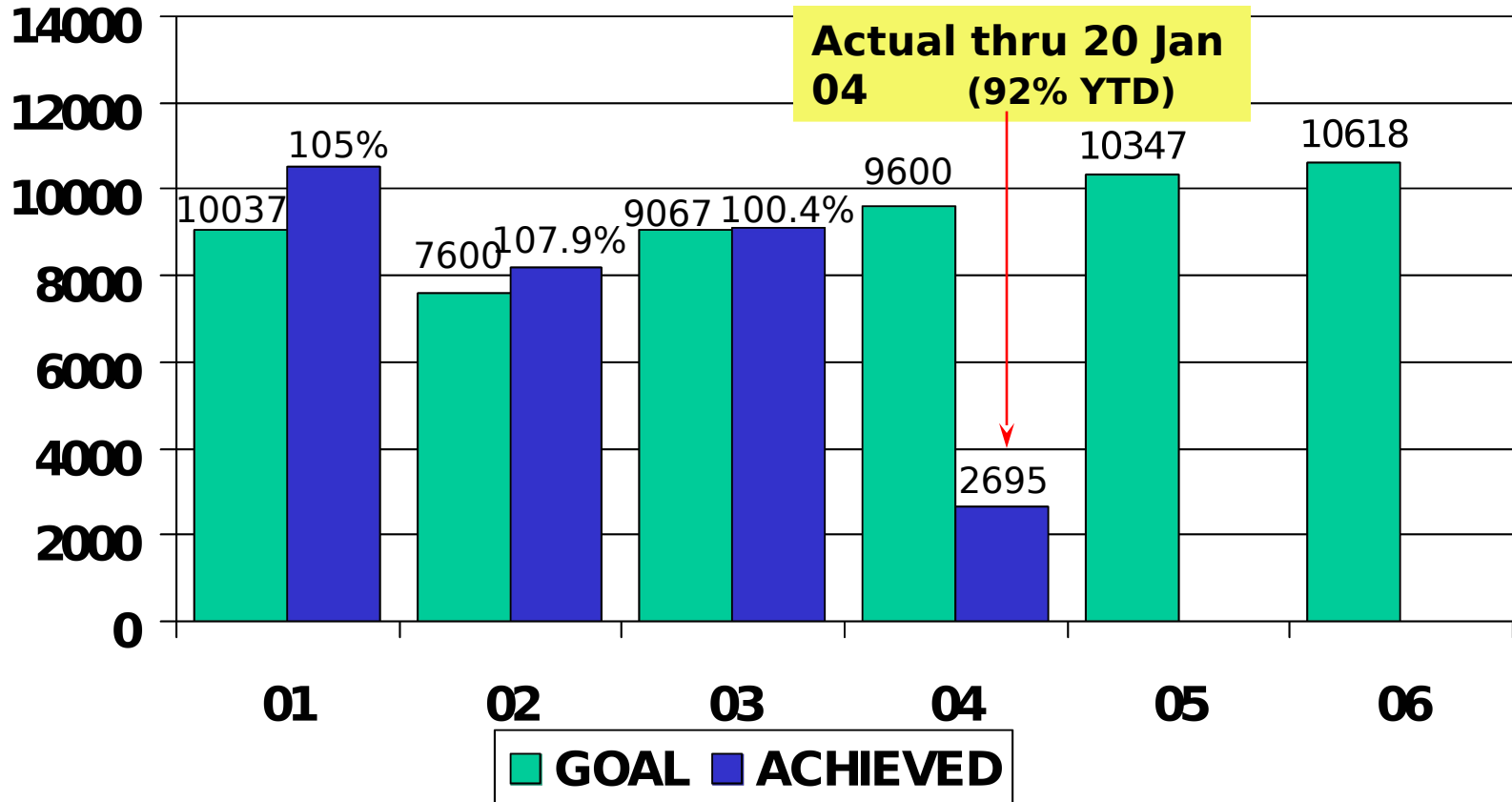


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Recruiting Goals



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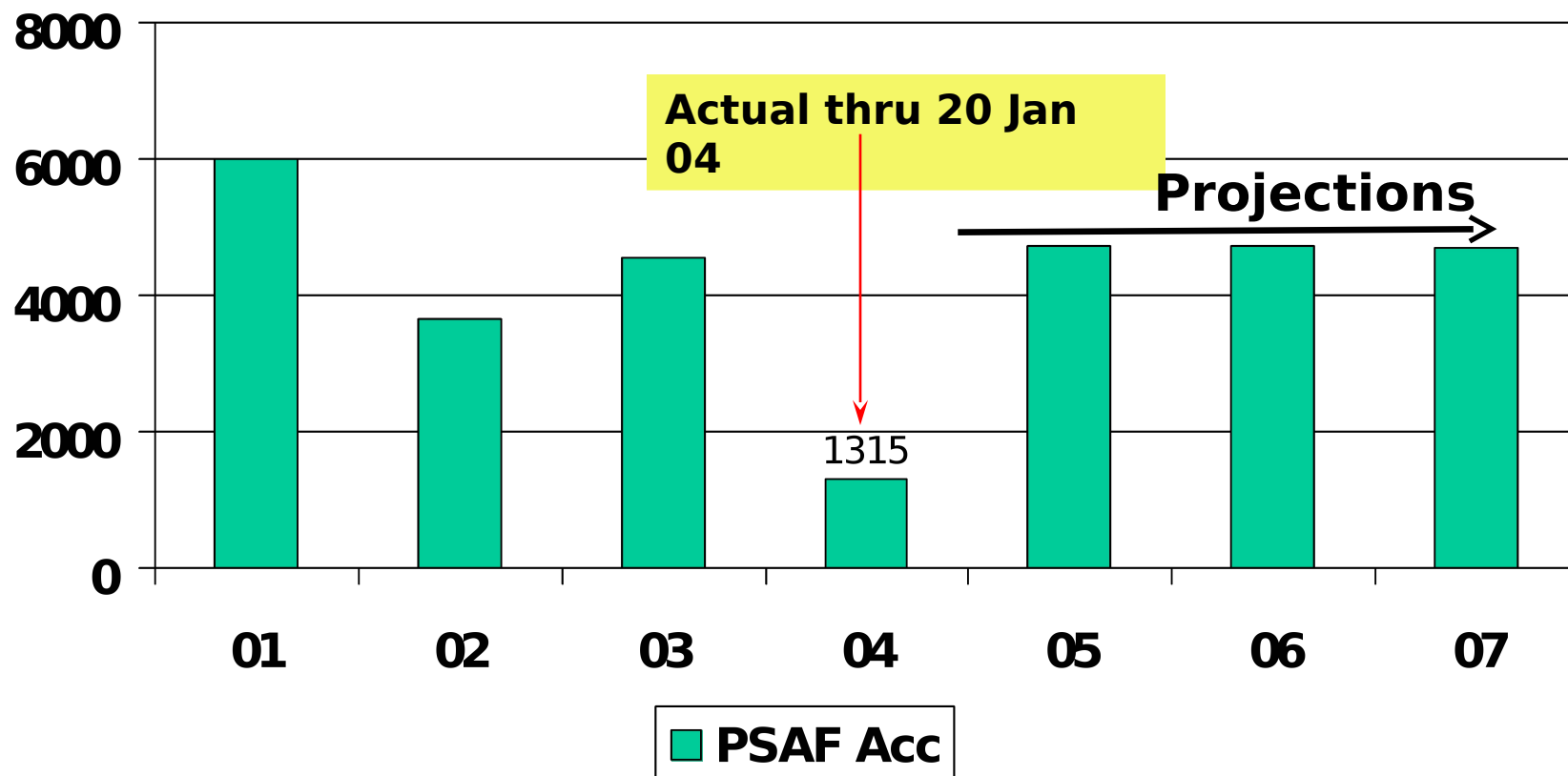


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AF Prior Service Accessions



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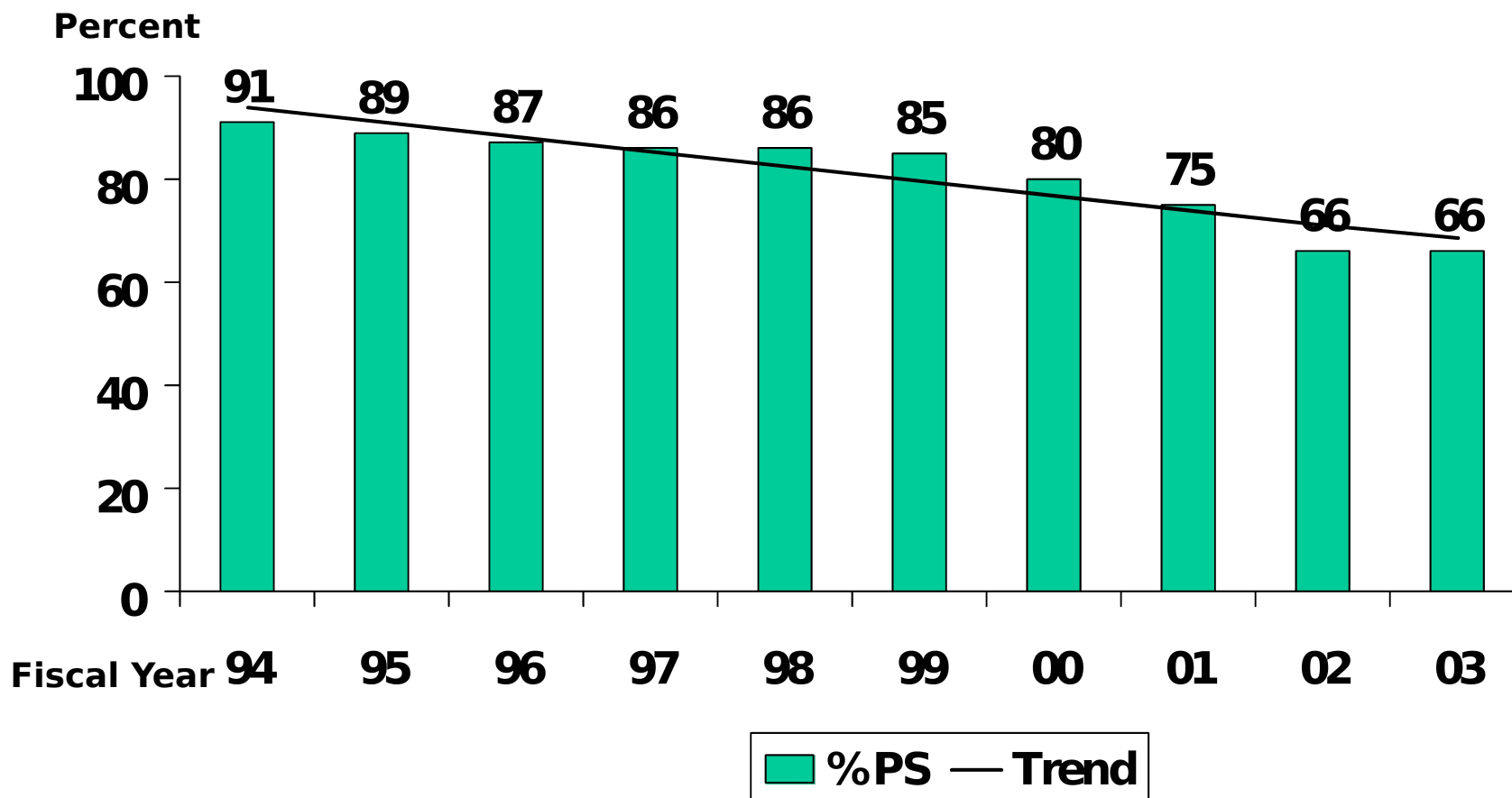


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Prior Service Accession Rates



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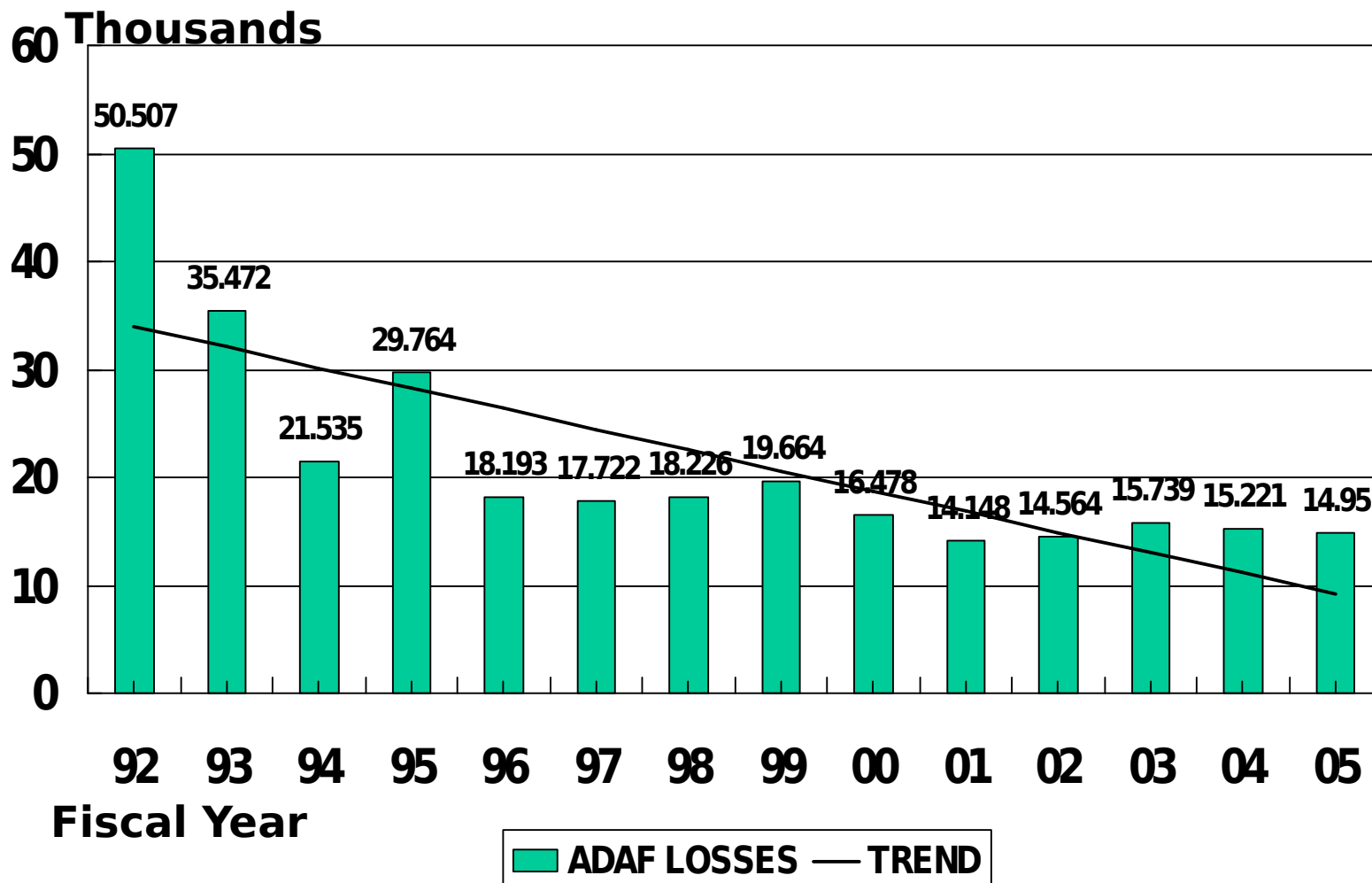
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Potential AD Accessions

Prior to Stop Loss of 2002



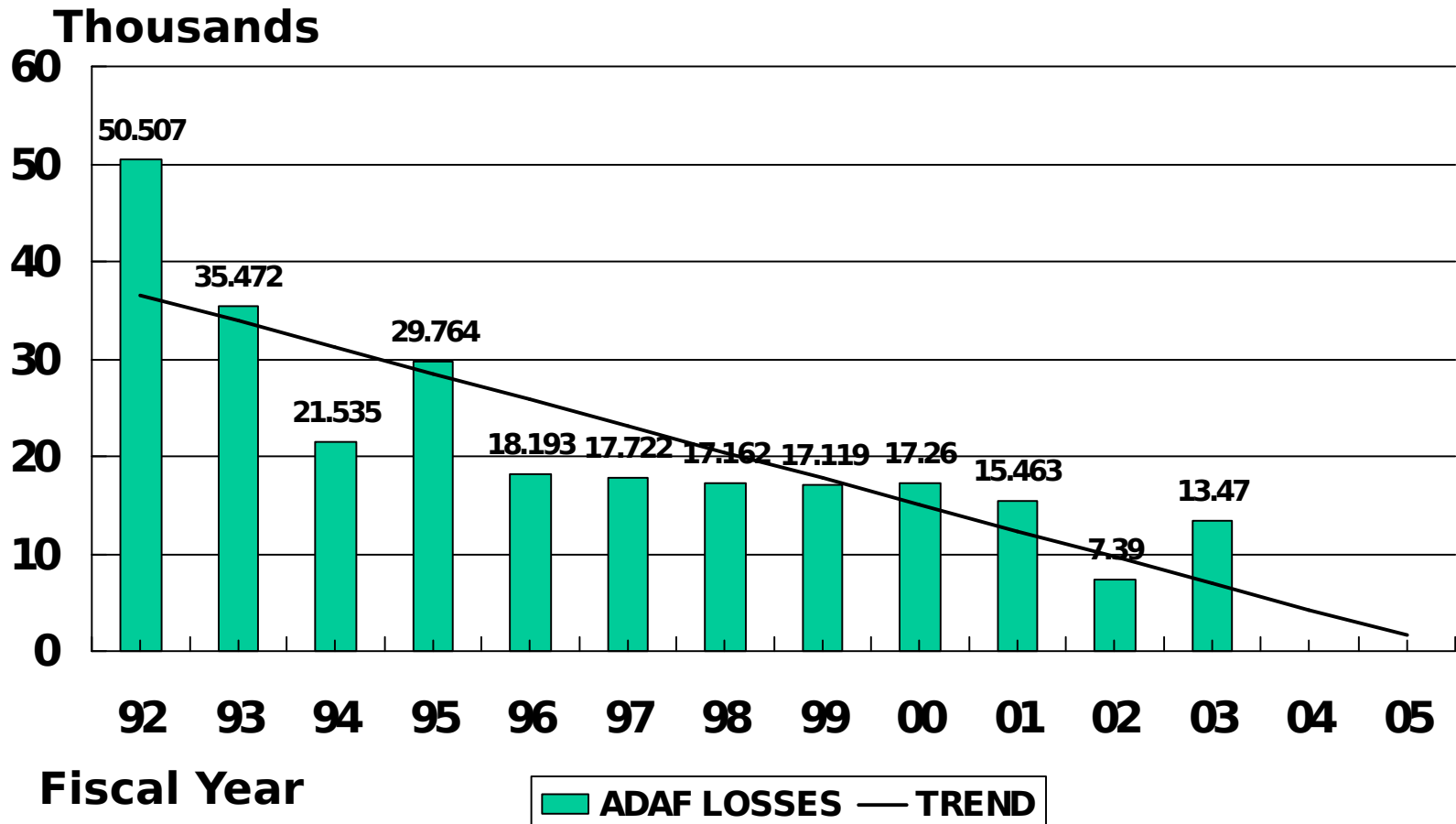
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Potential AD Accessions

Post Stop Loss 2002/2003



HQ AFRC/RSOO

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AFRC Loss Rates

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91-01 Loss Avg	Total	Non-MSD/HYT
Officer	1,747	1.450
Enlisted	8.139	7,823
Total	9,886	9,273
02-03 Loss Avg	Total	Non-MSD/HYT
Officer	1,799	1,408
Enlisted	6,706	6,255
Total	8.505	7,663
Delta of Averages		
Officer	+ 52	- 42
Enlisted	- 1,433	- 1,568
Total	-1 .381	- 1,610



AFRC Retention Rates

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FY03 %

Officer	88.7
Enlisted 1stTerm	83.3
Enlisted 2nd Term	76.0
Enlisted Career	87.8
Overall	85.5

Historical levels:

Officer 92%

Enlisted 85%



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Assignment Representation

Race	AF %	AFRC %
White	75.5	72.2
African American	15.6	16.2
Hispanic	6.8	6.2
Asian	1.6	1.3
Native American	.4	.6
Other	6.6	3.4



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Assignment Representation

Gender

AF %

AFRC %

Male

80.4

77.02

Female

19.6

22.98



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People Challenges

- **Recruiting and Retention**
- **Diversity Issues**
- **Providing Meaningful Work Opportunities**
- **Maintaining Strong Community and Employer Ties**



People Challenges

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- **Recruiting and Retention**
 - **Impact of Mobilizations on Retention/Recruiting**
 - **Ability to Recruit Prior Service Members**
 - **Ability to Recruit Non-Prior Service Personnel**
 - **Ability to Recruit Active Duty Retirees**
 - **Ability to Place Palace Chase Personnel**
 - **Pay/Entitlements/Benefits/Equity**
 - **Volunteerism**
 - **Family, Employer and Community Support**
 - **The Economy**



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Diversity Considerations

- **Assignments by AFSC**
- **Command/Supervisor Opportunities**
- **Commander/Supervisor Involvement**
 - **Mentoring/Motivating**
 - **Early Career Engagement**
- **Individual Preparation**



Readiness Challenges

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- **One Tier of Readiness Vice Tiered Readiness**
- **Defining Accessibility Reality Vice Perception**
- **Use of Reserve Members to Fill Needed Skills**
- **Combat Ready vice Strategic Reserve Status**
- **Impact of Potential Rebalancing Efforts**
- **Rising Cost of O&M with an Aging Fleet**
- **Cost Differential of AFRC Vice Active Forces**
- **Continued Modifications of Equipment**
 - **Insure Interoperability**
 - **Relevant to Combatant CC Requirements**
- **Military Construction (MILCON) Funding Needs**
- **Potential loss of National Guard and Reserve Equipment funding (NGREA)**



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Transformational/Modernization Challenges

- **Future Force Structure Decisions**
 - **C-5 AMP/RERP, C-130 AMP, C-130J, F/A-22 , JSF Procurement, C-9 Replacement and Tanker Lease**
- **Fighter Associate Units Stand Up**
- **Utilization of Reserve Members in AOC/AFFOR, Global Hawk, UCAV and Future Space Operations Missions**
- **Establishment of Integrated/Blended/Associate Units**
- **Funding for Expanding IMA and Full-Time Positions**
- **Security Improvements Essential for Bases/Units**
- **Defining and Articulating the Differences between USAF Reserve Components and those of Other Services**
- **Impact of BRAC Guidance/Future Decisions**



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Critical Command Issues

■ **Funding Authority/Obligations**



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Critical Command Issues

- **Funding Authority/Obligations**
- **Manning**



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Critical Command Issues

- **Funding Authority/Obligations**
- **Manning**
- **Combat Readiness**



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Critical Command Issues

- **Funding Authority/Obligations**
- **Manning**
- **Combat Readiness**
- **Physical/Dental Readiness**



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Critical Command Issues

- **Funding Authority/Obligations**
- **Manning**
- **Combat Readiness**
- **Physical/Dental Readiness**
- **Fitness Testing**



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Critical Command Issues

- **Funding Authority/Obligations**
- **Manning**
- **Combat Readiness**
- **Physical/Dental Readiness**
- **Fitness Testing**
- **Administrative/Judicial Actions**



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Critical Command Issues

- **Funding Authority/Obligations**
- **Manning**
- **Combat Readiness**
- **Physical/Dental Readiness**
- **Fitness Testing**
- **Administrative/Judicial Actions**
- **Flying Hour Execution**



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Critical Command Issues

- **Funding Authority/Obligations**
 - **Manning**
 - **Combat Readiness**
 - **Physical/Dental Readiness**
 - **Fitness Testing**
 - **Administrative/Judicial Actions**
 - **Flying Hour Execution**
 - **Personnel Preparedness**
 - **Command and Individual Responsibilities**
-

Strong, Viable Reserve

Family Reservist Employer





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Questions?



AIR FORCE RESERVE

A B O V E & B E Y O N D

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